

**TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE**



**FISCAL NOTE**

**HB 397 – SB 1731**

March 4, 2009

**SUMMARY OF BILL:** Prohibits employers from requiring employees to use annual leave while on family or medical leave. The bill does not prohibit an employee from voluntarily electing to use the employee's annual leave while the employee is on family or medical leave.

**ESTIMATED FISCAL IMPACT:**

**MINIMAL**

Assumptions:

- Under the policies and rules of the Department of Human Resources (DOHR), state employees may currently elect to use annual, compensatory, or sick leave.
- Pursuant to DOHR Rules 1120-6-.20 and 1120-6-.21, the use of sick leave is limited to 30 days; the use of annual and compensatory leave is unlimited.
- Since the use of annual leave by employees while on family or medical leave is optional, the impact on current practice is estimated to be minimal.

**CERTIFICATION:**

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, reading "James W. White".

James W. White, Executive Director

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